



DEPARTMENT OF THE NAVY
NAVY RECRUITING COMMAND
5722 INTEGRITY DR.
MILLINGTON, TN 38054-5057

Canc frp: Apr 2011

COMNAVCRUITCOMNOTE 1131
N511

16 Apr 2010

COMNAVCRUITCOM NOTICE 1131

From: Commander, Navy Recruiting Command

Subj: FY10 ACTIVE AND RESERVE COMPONENT OFFICER CONTRACT AND
ACCESSION GOALS

Encl: (1) FY10 Active Component (AC) Officer Goals
(2) FY10 Reserve Component (RC) Officer Goals

1. Purpose. Publish revised FY10 Active and Reserve Component Officer Contract goals, Accession goals and diversity benchmarks for each Navy Recruiting Region (NAVCRUITREG). This notice also annotates monthly recruiting gates for Active Component (AC) and Reserve Component (RC) general and medical officers.

2. Cancellation. COMNAVCRUITCOMNOTE 1131 of 16 Feb 2010. There are significant changes contained in this notice, and it should be reviewed in its entirety.

3. Action. NAVCRUITREG Commanders will distribute FY10 AC officer contract and accession goals, recruiting gates, diversity benchmarks, and FY10 RC officer accession goals and recruiting gates to their respective Navy Recruiting Districts (NAVCRUITDIST). Additionally, NAVCRUITREG Commanders should notify Mr. Rudy Sladyk, NAVCRUITCOM N511 (rudolph.sladyk@navy.mil) and Mr. Tim Young, NAVCRUITCOM N31C, (timothy.young1@navy.mil) of their goals (via email) no later than ten working days following promulgation of this revision.

/s/

R. L. GRAF
Deputy

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FY10 Active Component Officer Goals

Ref: (a) CNO ltr 1000 Ser N13/027 of 15 Mar 10

Exhibit: (1) FY10 Officer Contract and Accession Goals
(2) FY10 Active Component Officer Gates for AC General Officer and AC Medical
(3) FY10 MC and DC HPSP Application Goals
(4) FY10 Diversity Application Benchmarks
(5) FY10 Medical Direct and Student Procurement Requirements
(6) FY10 OCS Class Quotas and Dates
(7) FY10 ODS Class Quotas and Dates

1. Purpose. Publish revised FY10 Active Component (AC) officer nuclear contract goals, OCS accession goals, ODS accession goals, diversity application benchmarks for each NAVCRUITREG, and establish monthly gates for AC general and medical officer recruiting efforts.

2. Information

a. Reference (a) promulgated updated FY10 officer recruiting goals to Navy Recruiting Command (NAVCRUITCOM).

b. Exhibit (1) provides the NAVCRUITREG nuclear officer contract goals, OCS accession goals, Field Select BDCP goals and ODS accession goals based on market demographics, officer recruiter manning, and historical officer production.

c. Exhibit (2) establishes monthly recruiting production gates for AC general and AC medical officers. These gates reflect NAVCRUITCOM's monthly production of attainments and selects from FY08 and FY09. For FY10, these gates will be used to monitor the monthly progress of each NAVCRUITREG and NAVCRUITDIST to determine if NAVCRUITCOM is on track to meet mission requirements.

d. Exhibit (3) provides the NAVCRUITREG application gates for Medical Corps Health Professions Scholarship Program (HPSP), and Dental Corps HPSP. Medical Corps and Dental Corps HPSP application gates are established in addition to the corresponding contract goals.

Enclosure (1)

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e. Exhibit (4) shows NAVCRUITREG officer ORD-PRO application benchmarks for: African American, Hispanic, Asian Pacific Islander, and Native American; and Nuclear Diversity officer applications ordered to the professional review board (ORD-PRO Applications). Recommended diversity application benchmarks for the NAVCRUITDISTs based on the diversity demographics for the relevant college population are also provided. NAVCRUITDISTs must be proactive in the diversity markets. FY10 diversity application benchmarks will be revised quarterly based on fiscal year-to-date production and Navy diversity targets. As a benchmark, the gender, racial, and ethnic representation of the officer communities should be reflective of the relevant student/workforce population. The Navy's continued focus and emphasis on diversity ensures the policy of racial, ethnic, and gender inclusion from all segments of our society. This policy does not correspond to a limit on applications for any group, minority or majority.

f. Exhibit (5) defines the FY10 direct and student procurement requirements for medical programs. Paragraphs (4) through (12) specifically define new contract attainment criteria.

g. Exhibits (6) and (7) show the FY10 class quotas and dates for OCS and ODS respectively.

h. NAVCRUITDISTs will ensure the monthly Personnel Status Report (PSR) accurately reflects both enlisted and officer manning as PSR is used extensively in goaling analysis.

i. FY10 Officer Production statistics will be published monthly by N5, showing the NAVCRUITREG and NAVCRUITDIST progress toward officer goals.

3. Action. NAVCRUITREG commanders will distribute the FY10 AC officer goals to their respective NAVCRUITDISTs and notify Mr. Rudy Sladyk (N511, rudolph.sladyk@navy.mil) and Mr. Tim Young (N31C, timothy.young1@navy.mil) of their goals by email or fax to (901) 874-9327 no later than ten working days after promulgation of this notice. Points of contact for the Active Officer Accession Plan are as follows: Chaplain Accession Programs - CAPT Meehan (901-874-9216); Officer Development School (ODS) and Medical Accession Programs - CDR Eggert (901-874-9242, DSN 882-9242); Officer Candidate School (OCS)- CDR Ramirez (901-874-9427, DSN 882-9427); Reserve Unrestricted Line Accession Programs - LCDR Alloway (901-874-9432); Nuclear Field,

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Submarine and NROTC Programs - CDR Pittman (901-874-9280), DSN 882-9280); National OPO - CAPT Paul Weckman (901-874-9226).

4. FY10 Active Component Officer Attainment Criteria

a. OCS Non-Nuclear Accessions. Attainment credit for accessions is awarded at time of reporting to OCS as recorded in WEB OTools (Final Action code of "S" with appropriate Final Action Date).

(1) In-year OCS accessions are those accessions reporting to OCS between 20 July 2009 and 11 July 2010.

(2) Out-year OCS accessions are those accessions reporting to OCS after 11 July 2010.

(3) NAVCRUITDISTs shall receive in-year accession credit for those prior fiscal year enlisted OCS BDCP or CEC Collegiate who ship on or before 11 July 2010.

(4) NAVCRUITDISTs shall receive out-year accession credit for those prior fiscal year enlisted OCS BDCP or CEC Collegiate who ship after 11 July 2010.

(5) Field Select Baccalaureate Degree Completion Program (FSBDCP). NAVCRUITDIST Commanding Officers are authorized to field select up to the specified number FSBDCP applicants as promulgated by Exhibit (1) and distributed by NAVCRUITREG Commanders. NAVCRUITDIST Commanding Officers must be proactive in the diversity markets and ensure this program is utilized in the relevant student and workforce populations.

(6) Because BDCP can have a maximum of 300 participants at any one time, NAVCRUITDISTs are to report weekly to NAVCRUITCOM N315 (Carrie.Dean@navy.mil) any and all FSBDCP selects.

b. Nuclear Contracts. Contract credit is awarded at time of enlistment as recorded in WEB OTools (Final Action code of L, M, S or T). Those enlisted or converted during FY10, who subsequently decline or are discharged during FY10 will be debited. Any contract that converts will count only once during FY10 and will be credited towards their final designator. Only the following non-new contract conversions will be credited:

(1) In-year Nuclear contracts are those FY10 contracts reporting to either an OCS class between 20 July 2009 and 11

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July 2010; or reporting to an ODS class between 18 October 2009 and 12 September 2010.

(2) Out-year Nuclear contracts are those FY10 contracts reporting to either an OCS class after 11 July 2010, or to an ODS class after 12 September 2010.

(3) College First applicants. Credit will be awarded for an Officer new contract (any program) derived from College First applicants and will be attrited from the respective DEP program.

c. ACDU Direct Appointment (DA) or Recall Contracts. FY10 new contracts that attrite for any reason during FY10 will be debited. Contract credit will be awarded when the following events are completely and correctly recorded in OTools:

(1) Accessed into Active Duty.

(2) Commissioning and report in a commissioned status to any FY10 ODS Class (October 2009 - September 2010). NAVCRUITCOM N3/National OPO can award credit for Direct Appointments after last class in September on a case by case basis.

(3) Commissioning and acceptance of orders to an out-year class.

(4) Execution of FY10 active duty orders (commence authorized travel no later than 30 September 2010 on FY10 accounting data directly to Non-ODS training or to active duty station).

(5) Not previously contracted, except where noted above.

d. Financial Assistance Program (FAP)(21053, 22053) Contracts. Credit will be awarded upon commissioning during FY10 upon correctly updating the WEB OTools record. Those failing to commission will be debited.

e. Student/Nurse Candidate Program (NCP)/HPSP/Health Scholarship Collegiate Program (HSCP) (29002, 1975x, 1995x, 21007, 22007, 23007) Contracts. Credit will be awarded upon enlistment or commissioning during FY10 (1 October 2009 to 30 September 2010) and requires correct updating of the WEB OTools record.

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f. Student Conversions. Contract credit will be awarded for the following non-new contract conversions:

(1) Dental Student Conversions. All Dental contracts are subject to review and approval by NAVCRUITCOM (N3). Any Dental contract conversion not covered by the list below will be evaluated by NAVCRUITCOM and credit awarded where appropriate. Contract credit will normally be awarded for the following conversions once the WEB OTools record is completely and correctly updated:

(a) Dental Students (1925x) who contracted prior to FY10, and who subsequently convert to Direct Accession (DA) (22000), HSCP (22007), HPSP (1985x), or FAP (22053).

(b) Dental Students (1925x) who initially contract in FY10, and who subsequently convert to DA (22000), HSCP (22007), HPSP (1985x), or FAP (22053) will be credited only once towards their final designator.

(c) MC HPSP (1975x) to MC FAP (21053).

(d) HSCP (22007) or HPSP (1985x) to DC FAP (22053).

(e) Dental Students (1925x) to DC FAP (22053).

(2) Chaplain Student Conversions. Credit will be awarded for Chaplain Students (19450) superseding to Chaplain Corps (41002).

5. Recruiting Policy Regarding USN Active Duty, USN Reserve Duty, and Other Services

a. USN Active Duty (Fleet) New Contracts. NAVCRUITDISTs may receive contract credit for Fleet contracts in all non-OCS programs. Navy Recruiting's long-standing policy is that recruiters do not receive contract credit for assisting or recruiting active duty USN enlisted personnel for any officer program. Upon review of this policy, NAVCRUITCOM recognizes that applications for Medical Direct Appointments and Medical Student Programs are complex and that the applicant may require extensive assistance from officer recruiters. Therefore, NAVCRUITDISTs will receive credit for Fleet new contracts for non-OCS applications processed by the NAVCRUITDIST and approved by NAVCRUITCOM (N3). No contract credit will be awarded for other officer programs (i.e. OCS programs).

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b. USN Reserve Duty (Reserve) Contracts. Contract credit will be awarded for those active component contracts recruited from the USN Reserve Duty component.

6. Application Criteria

a. Medical Corps HPSP (1975x) Applications. Credit will be awarded for applications that receive a Professional Board recommendation "Yes" from 1 October 2009 to 30 September 2010 as reflected completely and correctly in WEB OTools.

b. Dental Corps HPSP (1985x) Applications. Credit will be awarded for applications that receive a Professional Board recommendation "Yes" from 1 October 2009 to 30 September 2010 as reflected completely and correctly in WEB OTools.

c. Diversity Applications. Application credit will be awarded for diversity applications if either of the following occurs:

(1) Applicant submitted to the Professional Board (ORD-PRO) from 1 October 2009 to 30 September 2010 as reflected completely and correctly in WEB OTools.

(2) Applicant is "Selected" or "Accessed" from 1 October 2009 to 30 September 2010 as reflected correctly in WEB OTools (FINSEL Result "Select"; Final Action "L, M, S, T"). This accounts for the "carry-over effect" of applications from past fiscal year.

7. Excluding the situations covered in paragraphs 4-6, candidates who initiate officer program applications but execute active duty orders (ship) in an enlisted program prior to full and final resolution of their officer application will be considered fleet applicants. If accepted later into an officer program, they will only be credited toward a NAVCRUITDIST's enlisted accession goal. The same individual cannot be counted twice, and NAVCRUITCOM cannot debit the enlisted accession. Therefore, officer referrals from enlisted recruiters must be processed and forwarded expeditiously - well before scheduled ship dates. The appropriate NAVCRUITCOM N3 Program Manager must be advised in writing as part of the application if an applicant is in DEP (provide scheduled ship date). If an officer applicant enters the enlisted DEP after forwarding an application, this information (with scheduled ship date) should be sent in writing to the appropriate officer program manager at NAVCRUITCOM.

8. NAVCRUITCOM (N3) will review any and all new contracts, and deny credit for any contract or application that is found to be irregular or inconsistent with NAVCRUITCOM policies.

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**Exhibit 1. FY10 Active Component Officer Goals
Nation and NAVCRUITREGs**

	Nation		East		West	
	Contract Goal	Desired Appl	Contract Goal	Desired Appl	Contract Goal	Desired Appl
FY10 Contract Goals						
Nuclear In-Year^[1]	92	138	53	79	39	59
Nuclear Out-Year^[2]	157	236	88	132	69	104

Notes:

[1] Nuclear In-year defined as Applicant enlists or appoints in FY10 and ships to OCS/ODS to commission in FY10.

[2] Nuclear Out-year defined as Applicant enlists or appoints in FY2010 and ships to OCS/ODS to commission in FY11 or later.

Nuclear Designators: 11601, 11701, 12101, 12201

FY10 Shipping Goals						
CEC In-Year^[3,4,7]	77	116	41	61	34	52
CEC Out-Year^[3,4]	23	35	13	20	10	15
Other OCS In-Year^[3,5,7]	1,074	1611	520	781	406	607
Other OCS Out-Year^[3,5]	322	483	180	270	142	213
JAG DA & JAG Students	51	77	31	47	20	30
Chaplain DA	67	101	40	60	27	41
Chaplain Students	50	75	29	43	21	32
MC DA, Recall, FAP^[6]	46	69	27	40	19	29
MC Students (HPSP,HSCP)	270	405	157	235	113	170
DC DA, Recall, FAP, DS^[6]	37	178	22	106	15	72
Out-Yr Dental Stu (HPSP,HSCP)	112	168	64	96	48	72
MSC DA, Recall^[6]	131	197	74	113	57	84
MSC Students (HPSP,HSCP)^[6]	92	138	53	80	39	58
Nurse Corps DA, Recall	105	158	62	93	43	64
Nurse Candidate Program	75	113	43	65	32	48

Notes:

[3] Shipping credit for OCS is awarded at time of reporting to OCS - not enlistment. NAVCRUITDISTs receive shipping credit for those BDCP who enlisted in prior fiscal years, but are shipping in FY10.

[4] CEC Designators: 51000/7

[5] Other OCS Designators: 11600/7, 11602, 11603, 11604, 11605, 11800, 11900, 13900/7, 13700/7, 15200/7, 16000/7, 16300, 16400/7, 16500/7, 18000/7, 18100, 31000/7

[6] See Exhibit (5) for Medical Breakouts for Physician, Dental, Medical Service Corps, Nurse Corps

[7] The contract and desired application goals were reduced by taking into account the fleet accessions NRC obtained this FY. As of 1 March 2010, we have had 2 CEC and 148 OCS In-Year fleet accessions. Each NAVCRUITREG's goal was reduced appropriately.

FY10 Active Component Field Select BDCP Contract Goals						
BDCP National Target: 300 Maximum Authorized for BDCP at any given time						
FSBDCP Contract Goal	52		26		26	

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Exhibit 2. FY10 Active Component Officer Gates for AC GENOFF and AC Medical⁽¹⁾					
AC GENOFF			AC MEDICAL		
Month	Gate %	Gate ATTNs/SELs	Month	Gate %	Gate ATTNs/SELs
October	50.5%	782	October	21.6%	188
November	62.1%	960	November	27.5%	239
December	64.2%	993	December	32.9%	286
January	64.4%	996	January	39.9%	346
February	72.0%	1,114	February	47.1%	409
March	81.6%	1,262	March	56.5%	491
April	86.6%	1,339	April	64.3%	558
May	90.8%	1,405	May	74.2%	644
June	95.9%	1,484	June	83.0%	721
July	96.4%	1,491	July	90.9%	789
August	98.6%	1,526	August	98.0%	850
September	100.0%	1,547	September	100.0%	868
FY10 AC GENOFF GOAL: 1,547			FY10 AC MEDICAL GOAL: 868		

Note:

These monthly gate percentages will be also utilized to measure each NAVCRUITDIST's recruiting production efforts in meeting end of year goals. This production report will be provided to NAVCRUITCOM's senior leadership and distributed to each NAVCRUITREG Commander for review and action.

Exhibit 3. AC FY10 MC HPSP, MC HSCP and DC HPSP Application Gates			
MC HPSP (5175x) & MC HSPC (23007) Application Gates⁽¹⁾			
Gate	Nation	East	West
31 October 2009	61	36	25
31 January 2010	249	145	104
31 March 2010	354	205	149
1 June 2010	411	239	172
DC HPSP (5185x) Application Gates⁽¹⁾			
Gate	Nation	East	West
31 October 2009	51	30	21
31 January 2010	108	60	48
31 March 2010	151	85	66
1 June 2010	175	98	77

Note:

MC and DC HPSP Applications credit awarded for applications that receive a Professional Board recommendation "Yes" as reflected completely and correctly in WEB OTools.

Exhibit 4. FY10 Active Component OCS/ODS/Student Diversity Application Benchmarks^[1]				
	African Americans	Hispanic	Asians, Pacific Islanders & Native Americans	Nuclear Diversity Goals^[2]
NRC	461	465	557	135
Region East	331	256	270	76
Region West	130	209	287	59

Notes:

[1] Credit awarded for Diversity Applications sent to Professional Board for their review.

[2] Nuclear Diversity Applications count towards the appropriate African American, Hispanic, Asian, Pacific Islander and Native American overall Diversity Application Benchmarks.

Exhibit 5. FY10 Medical Direct, Recall and Student Requirements						
See Next Page for Subspecialty and Student FY Out-year Requirements						
DESIG	SUBSPECS	Direct*	Recall*	FAP**	HPSP***	HSCP***
1975	Student				245	25
2100	Surgical	8	0	6		
2100	Primary Care	14	1	7		
2100	Ancillary	4	0	6		
MC Total		26	1	19	245	25

Directs and Recalls. Physicians in the following specialties will be considered to meet this goal.

- **Surgical** - General Surgery, Orthopedic Surgery, Urology
- **Primary Care** - Dermatology, Family Practice, Emergency Medicine, Psychiatry, Pulmonology
- **Ancillary** - Diagnostic Radiology, Anesthesiology, Preventive Medicine, Occupational Health

**** Medical Corps (2105) FAP.** Physician residents and fellows in the following specialties will be considered to meet this goal.

- Surgical - General Surgery, Orthopedic Surgery, Urology
- Primary Care - Dermatology, Family Practice, Emergency Medicine, Psychiatry, Pulmonology
- **Ancillary** - Diagnostic Radiology, Anesthesiology, Preventive Medicine, Occupational Health

***** MC HPSP and HSCP students** can be any mix of graduation year.

Subspecialty	Medical Corps	Direct
15A1	Aerospace Medicine	
15B0/15B1	Anesthesia	1
15C0/15C1	Surgery	5
15D0/15D1	Neuro Surgery	1
15E0/15E1	OB / GYN	
15F0	General Medicine	
15G0/15G1	Ophthalmology	
15H0/15H1	Orthopedic Surgery	1
15I0/15I1	Otolaryngology	
15J0/15J1	Urology	1
15K0/15K1	Preventive Medicine	1
15K2	Occupational Medicine	1
15L0/15L1	Phys Med & Rehab	
15M0/15M1	Pathology	
16N0/16N1	Dermatology	1
16P0/16P1	Emergency Medicine	2
16Q0/16Q1	Family Practice	6
16R0/16R1	Internal Medicine	
16T0/16T1	Neurology	
16U0	Undersea Medicine	
16U1	Undersea Medicine, Sub	
16V0/16V1	Pediatrics	
16W0	Nuclear Medicine	
16X0/16X1	Psychiatry	5
16Y0/16Y1	Diagnostic Radiology	1
16Y2	Radiation Oncology	
MC Total		26

Note:

Direct goals are identified by specialty. The Medical Corps Community Manager will review all physicians seeking a Navy Commission on a case by case basis for community needs and allow the transfer of direct goal between specialties listed or not.

Dental Corps (DC) FY-10 Recruiting Goals						
Designator	Direct	Recall	FAP	HPSP*	HSCP*	1925I*
DC General	20	3		82	30	5
DC Specialty	5	2	2			
DC Total	25	5	2	82	30	5

* See NAVCRUITCOM N3 Program Managers for Student Breakdown by FY

Medical Service Corps (MSC) FY10 Recruiting Goals					
Subspec		Direct	Recall	HPSP*	HSCP*
1800	Health Care Administration	17	1	0	0
	FY11 HSCP Grads	0	0	0	15
	FY12 HSCP Grads	0	0	0	5
1810/11	Biochemistry	3	0	0	0
1815-21	Microbiology	2	0	0	0
1825/28	Radiation Health / Specialty	4	1	0	0
1835	Physiology	0	0	0	0
1836	Aerospace Physiology	6	0	0	0
1840-43	Clinical Psych Intern	12	0	0	0
	Clinical Psych Post-Doc	4	0	0	0
	Clinical Psych USHUHS/HPSP	2	0	5	0
	Clinical Psych Fully-Trained	8	1	0	0
1844	Aerospace Psychology	2	0	0	0
1845	Research Psychology	2	0	0	0
1850	Entomology (HSCP FY12 Grad)	0	0	0	1
1860	Environ Health (HSCP FY12 Grad)	8	0	0	2
1861	Industrial Hygiene (HSCP FY12 Grad)	2	0	0	1
1862	Audiology (HSCP FY11 Grad)	2	0	0	2
1865	Medical Technology	3	1	0	0
1870	Social Work (HSCP FY12 Grad)	9	1	0	7
1873	Physical Therapy	6	0	0	0
	Physical Therapy - Baylor	2	0	0	0
1874	Occ Therapy (HSCP FY11 Grad)	4	1	0	2
1876	Clinical Dietetics	2	0	0	0
1880	Optometry (HSCP FY13:4, FY14 3 Grad)	1	0	7	0
1887/88	Pharmacy (HSCP FY13 Grad)	10	0	0	8
1892	Podiatry (HSCP FY13 Grad)	0	0	2	2
1893	Physician Assistant (HPSP FY11 Grad)	2	0	10	0
	Phys Assistant (HPSP/HSCP FY12 Grad)	12	0	13	10
MSC TOTAL		125	6	37	55

* See NAVCRUITCOM N3 Program Managers for Student Breakdown by FY

Nurse Corps (NC) FY10 Recruiting Goals					
Desig/Sub	Nomenclature	Direct	Recall	1 Yr NCP (starts)	2 Yr NCP (starts)
			10	10	65
2900	General Nurse	66			
/1930*	Mental Health	10			
/1973*	Mental Health Nurse Practitioner	5			
/1960*	Intensive Care	7	10	10	65
/1950*	Perioperative	7			
	NC Total	95			

* For FY10 subspecialty codes may be filled with a General Nurse

Exhibit 6. FY10 OCS Class Quotas and Dates				
OCS Class	Seats Available		OCS Class	Seats Available
26-Jul-09	0		3-Jan-10	100
2-Aug-09	0		24-Jan-10	100
9-Aug-09	45		14-Feb-10	100
16-Aug-09	45		7-Mar-10	100
23-Aug-09	45		28-Mar-10	100
30-Aug-09	45		18-Apr-10	100
13-Sep-09	45		9-May-10	100
27-Sep-09	55		30-May-10	100
11-Oct-09	55		20-Jun-10	100
25-Oct-09	55		11-Jul-10	100
8-Nov-09	100			
22-Nov-09	100			
6-Dec-09	100			
			Total	1,690

Exhibit 7. FY10 ODS Class Quotas and Dates

Class #	10010	10020	10030	10040	10050	10060	10070
Convening Date	18-Oct-09	15-Nov-09	3-Jan-10	31-Jan-10	7-Mar-10	11-Apr-10	23-May-10
Graduation Date	20-Nov-10	18-Dec-09	5-Feb-10	5-Mar-10	9-Apr-10	14-May-10	25-Jun-10
	FY10 Quota	FY10 Quota	FY10 Quota	FY10 Quota	FY10 Quota	FY10 Quota	FY10 Quota
1210 (N1) NRC	2	2	4	1	0	4	0
1220 (NR) NRC	0	0	0	3	0	0	0
1925 (DC Stu)	0	0	0	0	0	0	0
1945 (CHC Candidate)	0	0	0	0	0	0	25
1955 (JAGC Stu)	28	27	0	0	18	10	1
1975 (USUHS MC Stu)	0	0	0	0	0	0	0
1975 (HPSP MC Stu)	0	0	0	0	0	20	40
1985 (HPSP DC Stu)	0	0	0	0	0	0	16
1995 (HPSP MSC Stu)	0	0	0	0	0	1	1
2100 (MC) NRC	2	2	2	4	6	6	6
2100 (MC) Grad Med	0	0	0	0	0	0	14
2105 (MC FAP)	0	0	0	0	0	0	0
2105 (MC NADDS)	0	0	0	0	0	0	0
2200 (DC) NRC	3	2	5	3	2	2	4
2200 (DC) Grad Dental	0	0	0	0	0	0	5
2200 (DC HSCP)	0	0	0	0	0	0	10
2300 (MSC) NRC	12	15	15	10	10	6	15
2300 (MSC HSCP)	0	0	11	5	0	0	0
2300 (MSC IPP HCA)	0	0	0	0	15	5	1
2300 (MSC IPP PA)	15	0	0	0	0	0	0
2500 (JAGC)	5	2	5	5	5	2	0
2900 (All NC Programs) NRC	21	33	15	20	15	10	15
4100 (CHC) NRC	0	0	22	0	0	0	22
4105 (CHC DCO)	0	0	5	0	0	0	0
Overflow - Assigned by OTC	0	5	4	9	2	3	1
Total Students	88	88	88	60	73	69	176
Max Allowed Quota	88	88	88	88	88	88	176

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Class #	10080	10090	10100	10110			FY10
Convening Date	13-Jun-10	18-Jul-10	15-Aug-10	12-Sep-10			Totals
Graduation Date	16-Jul-10	20-Aug-10	17-Sep-10	15-Oct-10			
	FY10 Quota	FY10 Quota	FY10 Quota	FY10 Quota			
1210 (N1) NRC	5	5	2	3			28
1220 (NR) NRC	3	2	2	2			12
1925 (DC Stu)	0	1	0	0			1
1945 (CHC Candidate)	0	19	0	0			44
1955 (JAGC Stu)	0	0	30	0			114
1975 (USUHS MC Stu)	40	0	0	0			40
1975 (HPSP MC Stu)	80	38	15	5			198
1985 (HPSP DC Stu)	7	13	0	0			36
1995 (HPSP MSC Stu)	0	0	6	3			11
2100 (MC) NRC	0	9	9	10			56
2100 (MC) Grad Med	5	1	0	0			20
2105 (MC FAP)	0	2	0	0			2
2105 (MC NADDS)	0	0	10	0			10
2200 (DC) NRC	0	3	2	6			32
2200 (DC) Grad Dental	22	4	0	0			31
2200 (DC HSCP)	0	21	0	2			33
2300 (MSC) NRC	18	37	17	18			173
2300 (MSC HSCP)	0	8	11	9			44
2300 (MSC IPP HCA)	5	0	7	0			33
2300 (MSC IPP PA)	0	0	0	0			15
2500 (JAGC)	0	0	0	0			24
2900 (All NC Programs) NRC	15	37	25	25			231
4100 (CHC) NRC	0	0	23	0			67
4105 (CHC DCO)	0	0	0	0			5
Overflow - Assigned by OTC	0	0	10	5			39
Total Students	200	200	169	88			1,299
Max Allowed Quota	200	200	176	88			1,368

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FY10 Reserve Component Officer Accession Goals

Ref: (a) CNO ltr 1000 Ser N13/027 of 15 Mar 10

Exhibit: (1) FY10 SELRES Officer Accession Plan
(2) FY10 Medical/Dental/Nurse Corps Subspecialty/AQD Breakout
(3) FY10 SELRES Goals by Region
(4) FY10 Reserve Component Officer Gates for RC General Officer and RC Medical
(5) FY10 SELRES DCO Diversity Application Targets

1. Purpose. Publish revised FY10 Reserve officer recruiting accession goals, DCO diversity application targets and newly established gates for RC general and medical officers.

2. Information

a. Per reference (a), Exhibits (1) and 2) reflect the FY10 SELRES Officer Accession Plan and designator-specific targets for Medical, Dental, and Nurse Corps officers. Exhibit (3) provides the FY10 SELRES Officer Accession goals for NAVCRUITREGs East and West; Exhibit (4) establishes monthly recruiting production gates for RC General and Medical officers. These gates reflect NAVCRUITCOM's monthly production of attainments and selects from FY08 and FY09. For FY10, these gates provide NAVCRUITCOM, each NAVCRUITREG and NAVCRUITDIST a mechanism to determine if production is tracking to meet mission requirements. Exhibit (5) shows FY10 SELRES DCO Diversity Targets for NAVCRUITREGs with recommended NAVCRUITDIST targets. The FY10 SELRES officer accession goal of 1,600 allows the Navy to achieve two primary objectives:

(1) Meet fit manning requirements.

(2) Over access in many GWOT, high-demand/low-density designators.

b. Attainment Criteria

(1) Navy Veteran attainment credit awarded when select letter is signed by prospective Program Director and associated information is correctly and completely entered in OTools. The recruiter has 90 days from the approval letter to upload drill verification or credit will be debited from the NAVCRUITDIST goal attainment.

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(2) Navy Veteran (NAVET) accessions and Career Transition Office (CTO) (PERS9X). NAVET accessions from the Active Component with no break-in-service will be processed by CTO. Recruiter assistance may be provided on the front-end and will still be needed on the back-end; goals will be awarded in a manner similar to "touch and go." Recruiters who make initial contact, enter an OTools record, and turn the lead over to the CTO will receive a half point. Recruiters who assist the new affiliate at the gaining NOSC and who upload drill verification will receive a half point. If the same recruiter is involved on both ends, he/she will receive the full point once all required actions are complete. The CTO will process the affiliation package and upload the package into OTools once equipped to do so. As an interim measure, until CTO begins using OTools, the back-end recruiter will upload the affiliation package that the CTO provides to them in order to be fully credited with their appropriate goal credit. Supplementary information on CTO process developments and awarding of points will be released under separate correspondence.

(3) Direct Commission Officer attainment credit will be awarded when applicant is commissioned and the signed Oath, Service Agreement and Ready Reserve Agreement are completely entered in OTools. The recruiter is responsible for ensuring the DCO officer affiliates with the NOSC.

(4) Direct Commission Officer Diversity application credit is awarded for a Diversity application (Black, African American; Hispanic; Asian, Pacific Islander, and Native American) submitted to the Professional Board for their review during the 1 October 2009 to 30 September 2010 period.

3. Action

a. This plan will be updated quarterly to incorporate changes in Total Force Manpower Management System (TFMMS) requirements and Selected Reserve Medical/Chaplain Officer inventory. Points of contact for the Reserve Officer Accession Plan are: Chaplain Accession Programs - CAPT Diana Meehan (901 874-9216); Medical Accession Programs - CDR Eggert (901 874-922, DSN 882-9242); CTO Coordinator and Reserve Unrestricted Line Accession Programs - LCDR Alloway (901 874-9432, DSN 882-9432); National OPO - CAPT Paul Weckman (901 874-9226).

b. Specific application gates are not presented in the following accession plan goals for DCO and NAVET programs; however, NAVCRUITCOM has coordinated professional recommendation targets with the Reserve DCO communities. The objective is to

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close out applicant-rich DCO programs early in the year to redirect recruiting resources to other challenging DCO and NAVET programs. Recruiters should attempt to front-load applicants in those communities to meet the following professional recommendation targets: 75% selection by 31 December 2009, 110% selection by 31 March 2010.

c. FY10 DCO and NAVET goals are "banded" to provide flexibility in filling total program goals; additionally, for several programs, an "Upper Band" is established that exceeds Total Goal. Where the Total Goal and Upper Band are the same, that program will be closed out once Total Goal is reached, and should then no longer be actively prospected. However, if a prospect for that program subsequently presents interest, NAVCRUITDISTs should advise the National OPO and appropriate program director before turning the applicant away. NAVCRUITCOM will query the prospective community manager to determine if there is a possibility of over-shipping in that program. Where the Upper Band exceeds the Total goal, over-shipping is automatically authorized (and desired). To the extent that it does not detract from other program goal attainment, NAVCRUITDISTs may continue prospecting for applicants in those programs after total goal is attained.

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Exhibit 1. FY10 SELRES Officer Accession Plan					
NRC authorized to Overship in designators as set in Upper Band Column					
Designator	DCO Band	VET Band	Total Goal	Upper Band	Veteran Rank
1105	0	0	0	5	LT and below
1115	0	213	213	213	LCDR and below
1125	0	95	95	95	LCDR and LT
1135	X	X	20	Unlimited	CDR and below
1145	0-5	5-10	10	Unlimited	LCDR and below
1205	0	20	20	20	LCDR and LT
1305	0	25	25	25	LCDR and below
1315*	0	210	210	280	LCDR and below
1325*	0	60	60	65	LCDR and below
14X5	10-15	5-10	20	30	LCDR and LT
1515	0-10	0-10	10	10	CDR, Lcdr, LT
1525	0-3	0-3	3	5****	LCDR and LT
1605	10-15	10-15	25	25	LCDR and LT
1615	10-15	10-15	25	30	LCDR and below
1625/1675	0-10**	0	0	0***	LCDR and below
1635	100-105	30-35	135	135	LCDR, LT, LTJG
1655	15-20	5-10	25	25	LCDR and LT
1805	4-7	7-11	14	20	LCDR and LT
2105	X	X	140	170	CDR & below****
2205	X	X	50	50	CDR and below
2305	X	X	45	60	LCDR and below
2505	0	35	35	45	CDR and below
2905	X	X	165	190	LCDR and below
3105	85-100	45-60	145	145***	LCDR and LT
4105	15-25	10-20	35	35	LCDR and below
5105	35-50	25-40	75	85***	LCDR and below
TOTAL			1,600	1,800	

* = 1315 and 1325 Designators may fill 1305 billets

** = 0-10 DCOs are for the MIRRG Program and will be IRR only; will not count as SELRES accessions.

*** = Overship in NAVETS only

**** = DCO or NAVET

X = Any mix of DCOs and NAVETS

Note: 1) All CDR and above, except Medical Corps and Dental Corps, must be accessed through the Commander, Navy Reserve Forces Command Apply Board.

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**Exhibit 2. FY10 SELRES Medical/Dental/Nurse Corps
Subspecialty/AQD Breakout**

<u>Medical Corps (2105)</u>				
Note: Individual Upper Bands may be met but the total may not exceed 170				
<u>SSP</u>	<u>AQD</u>	<u>Subspecialty</u>	<u>Goal</u>	<u>Max Upper Band</u>
15AO		Aviation Medicine	4	6
15A1		Aerospace Medicine	1	2
15B0		Anesthesia	18	43
15C0		General Surgery	25	42
	6CJ	Plastic Surgery	0	1
15D		Neuro Surgery	1	2
15E		Obstetrics/Gynecology, General	5	8
15F		General Medical Officer	25	45
15G		Ophthalmology	0	2
15H0		Orthopedic Surgeon	15	26
15I		Otolaryngology	0	1
15J		Urology	0	1
15KO		Preventive/Occupational Medicine	3	5
16N		Dermatology	0	1
16P		Emergency Medicine	12	20
16Q		Family Medicine	9	12
16R1		Internal Medicine	12	20
	6RG	Cardiovascular Internist	X	
	62C	Critical Care Internist	X	
	6RR	Pulmonology	X	
	6RP	Infectious Disease	X	
	6RQ	Nephrology	X	
16T		Neurology	0	1
16U		Undersea Medicine	0	1
16V		Pediatrics	0	1
16X		Psychiatry	8	12
16Y		Diagnostic Radiologist	2	4
		<u>TOTAL</u>	<u>140</u>	

<u>Dental Corps (2205)</u>			
Note: Individual Upper Bands may be met but total may not exceed 50			
<u>SSP</u>	<u>Subspecialty</u>	<u>Goal</u>	<u>Max Upper Band</u>
1700	General Dentist	39	39
1710	Endodontist	1	2
1725	Comp Dentist	1	1
1750	Oral Maxillofacial Surgeon	7	18
1760	Periodontist	1	1
1769	Prothodontist	1	2
	<u>Total</u>	<u>50</u>	

<u>Medical Service Corps (2305)</u>			
Note: Individual Upper Bands may be met but the total may not exceed 60			
<u>SSP</u>	<u>Subspecialty</u>	<u>Goal</u>	<u>Max Upper Band</u>
1800	Health Care Administration	7	12
1801	Patient Administration	4	4
1802/3121	Medical Logistics	7	12
1804	Medical Construction	1	1
1805	Plans/Operations/Med Int	14	17
1840	Clinical Psychology	4	6
1860	Environmental Health	4	4
1861	Industrial Hygiene	0	1
1865	Medical Technology	1	1
1887	General Pharmacy	0	1
1893	Physician Assistant	1	1
1982	Podiatrist	1	1
3110	Financial Management	0	1
3130	Manpower	0	1
6201	Information Systems	1	1
	<u>Total</u>	<u>45</u>	<u>Max UB 60</u>

<u>Nurse Corps (2905)</u>				
<u>SSP</u>	<u>Subspecialty</u>	<u>Goal</u>	<u>Max Upper Band</u>	
1900	Professional Nurse	30	30	LT or Below
1910	Surgical	40	60	LCDR or Below
1920	Maternal Infant	4	4	LCDR or Below
1930	Psychiatric Nursing	11	11	LCDR or Below
1945	ER/Trauma Nursing	5	5	LCDR or Below
1950	Perioperative Nursing	25	25	LCDR or Below
1960	Critical Care Nursing	30	35	LCDR or Below
1964	NICU Nursing	0	0	LCDR or Below
1972	Anesthesia	15	15	LCDR or Below
Note 3: The following specialties have a combined goal		5	5	
1922	Pediatric Nursing	Note 3		LCDR or Below
1940	Community Health	Note 3		LCDR or Below
1974	Pediatric Nursing	Note 3		LCDR or Below
1980	Women's Health Nurse Practitioner	Note 3		LCDR or Below
1981	Nurse Midwife	Note 3		LCDR or Below
	<u>Total</u>	<u>165</u>	<u>Max UB 190</u>	

**FY10 Quotas for Health Care Professional Specialties with
Critical Wartime Shortages**

For further guidance on Naval Reserve Affiliation incentives refer to NAVADMIN 129/09.

<u>Exhibit 3. FY10 SELRES Accession Goals for NAVCRUITREGs</u>						
<u>Designator</u>		<u>Nation</u>	<u>Region East</u>		<u>Region West</u>	
		Total	DCO	NAVET	DCO	NAVET
Fleet Support	1105	0	0	0	0	0
Surface Warfare	1115	213	0	116	0	97
Submarine Warfare	1125	95	0	50	0	45
Special Warfare	1135	20	2	9	2	7
Expl Ordnance Disposal	1145	10	3	2	2	3
Human Resources	1205	20	0	11	0	9
Fleet Support Office(Aviation)	1305	25	0	14	0	11
Pilot	1315*	210	0	114	0	96
NFO	1325*	60	0	35	0	25
Engineering Duty Officer	14X5	20	10	2	5	3
Aviation EDO (VET/DCO)	1515	10	3	3	2	2
Aviation EDO (VET/DCO)	1525	3	2	0	1	0
Info Tech(In-Training)	1605	25	13	0	12	0
CRYPTO	1615	25	8	6	7	4
Merchant Marine VET	1625/75	0	0	0	0	0
Intelligence	1635	135	61	20	44	10
PAO	1655	25	13	3	7	2
Oceanography/Geophysics	1805	14	4	3	3	4
Medical Corps ^x	2105	140	32	57	15	36
Dental Corps ^x	2205	50	9	19	5	17
Medical Service Corps ^x	2305	45	6	19	4	16
JAG Corps	2505	35	0	21	0	14
Nurse Corps ^x	2905	165	35	51	33	46
Supply Corps (NAVET Only)	3105	45	0	26	0	19
Supply Corps (DCO In-Training)	3165	100	54	0	46	0
Chaplain Corps	4105	35	14	5	11	5
Civil Engineering Corps	5105	75	25	13	25	12
<u>TOTAL</u>		<u>1,600</u>				

* = 1315 and 1325 Designators may fill 1305 billets

** = 0-10 DCOs are for the MIRRG Program and will be IRR only; will not count as SELRES accessions.

*** = Overship in NAVETS only

**** = Unless otherwise noted in CWS Section

Note: 1). All CDR and above, except Medical Corps and Dental Corps, must be accessed through the Commander, Navy Reserve Forces Command Apply Board.

X = Any mix of DCOs and NAVETs; for the Special Warfare, MC, DC, MSC, and NC designators only **NAVET attainment can satisfy the corresponding DCO goal upon attaining the NAVET goal.**

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Exhibit 4. FY10 Reserve Component Gates for RC GENOFF and RC Medical⁽¹⁾					
RC GENOFF			RC MEDICAL		
Month	Gate %	Gate ATTNs/SELs	Month	Gate %	Gate ATTNs/SELs
October	21.1%	253	October	15.5%	62
November	29.1%	350	November	29.7%	119
December	35.7%	429	December	35.3%	141
January	44.9%	539	January	42.1%	168
February	56.4%	677	February	44.6%	178
March	64.3%	772	March	54.1%	217
April	76.2%	915	April	63.5%	254
May	81.9%	983	May	72.5%	290
June	89.7%	1,076	June	81.1%	324
July	94.0%	1,128	July	90.6%	363
August	97.3%	1,168	August	96.6%	386
September	100.0%	1,200	September	100.0%	400
FY10 RC GENOFF GOAL: 1,200			FY10 RC MEDICAL GOAL: 400		

Note:

[1] These monthly gate percentages will be also utilized to measure each NAVCRUITDIST's recruiting production efforts in meeting end of year goal. This production report will be provided to NAVCRUITCOM's senior leadership and distributed to each NAVCRUITREG Commander for review and action.

<u>Exhibit 5. Reserve Component Direct Commission Officer Diversity Application Targets</u>				
		Black, African Americans	Hispanics	Asians, Pacific Islanders & Native Americans
Nation		156	112	109
Region East		105	51	43
Region West		51	61	66
<u>Recommended RC DCO Diversity Targets for Districts</u>				
Region East		105	51	43
New England	102	4	2	2
New York	104	9	8	5
Jacksonville	112	8	8	5
Atlanta	113	19	1	4
Nashville	114	6	2	2
Raleigh	115	4	2	4
Richmond	116	17	3	6
Ohio	118	3	3	1
Philadelphia	119	9	3	5
Pittsburgh	120	2	1	1
Michigan	122	1	1	1
New Orleans	134	9	1	2
Miami	148	14	16	5
Region West		51	61	66
Chicago	221	4	1	3
Denver	225	1	1	1
Minneapolis	228	1	2	3
Phoenix	230	1	14	2
Dallas	231	9	7	6
Houston	232	4	3	1
Los Angeles	236	1	4	12
Portland	237	1	1	4
San Francisco	238	4	2	11
Seattle	239	3	3	4
San Diego	240	10	8	13
San Antonio	246	9	14	5
St. Louis	247	3	1	1